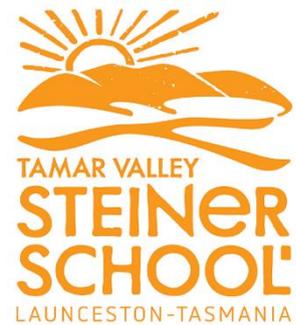


## ADVERTISEMENT



### **We are seeking a PRINCIPAL for our wonderful school, located in Launceston, Tasmania**

Founded in 2016, Tamar Valley Steiner School is an independent co-educational primary school situated in a beautiful setting in Launceston, Tasmania. Tamar Valley Steiner School delivers a caring and holistic education for children based on the philosophies of renowned educator and scientist Dr Rudolf Steiner.

Currently, 90 children are enrolled at Tamar Valley Steiner School and they 'discover the difference' as classroom and specialist teachers deliver the ACARA approved Steiner curriculum.

Our School is a proud member of Steiner Education Australia (SEA) and strives to meet our community's educational, social and cultural needs through the commitment of staff and management to the indications given by Rudolf Steiner.

The school is governed by our School Council who work closely with the College Executive, chaired by the Principal and College of Teachers. Our School Council consists of dedicated parents and suitably qualified members of the wider community. The College of Teachers are at the heart of the school, focusing on pedagogy and curriculum. The whole School community is supported by a small, dedicated administrative team. These three spheres of the school work in close collaboration to support the continued growth and development of the school.

The School is now seeking an inspirational, experienced leader with a passion for Steiner education, as well as the ability and drive to deliver the School's vision through its next phase of development and growth. An ability to engage the school community, communicate well, negotiate, collaborate, understand and work within the school culture and organisational structure is essential.

The role is being offered at full-time, commencing in July 2022, or as soon as possible.

For further information on the role and how to apply, please contact Karen Swabey, Secretary, NTSA School Council by email at [secretary@tamarvalleysteiner.tas.edu.au](mailto:secretary@tamarvalleysteiner.tas.edu.au)

Applications must address the relevant selection criteria outlined in the position description which is available on our [website](#).

**Applications close by 9am Monday, 2 May 2022**

You can learn more about our school by visiting our website at <http://www.tamarvalleysteiner.com.au/>



## Dear Applicant

Thank you for your interest in the role of Principal of Tamar Valley Steiner School for which applications are now open. We recommend that interested parties submit a formal application as soon as possible. All applications will be handled in strict confidence.

Your application should include:

- A letter that addresses the requirements of the role as outlined in the job description and addresses each selection criteria
- Your current CV and contact details for 3 referees
- Contact details including email and country/state of residence; and
- Details of your eligibility to work in Australia or otherwise (e.g. nationality or visa type and expiry date).

## Questions

Questions and formal applications should be directed in confidence to Karen Swabey, Secretary, NTSA School Council by email at [secretary@tamarvalleysteiner.tas.edu.au](mailto:secretary@tamarvalleysteiner.tas.edu.au) .

## Process

Your application will be acknowledged upon receipt and those who are shortlisted will be contacted for an interview.

Thank you again for your interest in our school.

Kind regards,

Rod Tomlinson  
**NTSA School Council Acting Chair**

## Position Description

<b>Position Title:</b>	Principal
<b>Type of Employment:</b>	1.0FTE (full-time)
<b>Commencing:</b>	Term 2, 2022 or as soon as practical
<b>Location:</b>	368 St Leonards Road, St Leonards. TAS 7250
<b>Hours of Duty:</b>	8am – 4pm Monday to Friday with other duties as required
<b>Probation:</b>	A probation period of 6 months will apply
<b>Salary:</b>	By negotiation

**Brief Description of Role:** The Principal chairs the College Executive and is a member of the College of Teachers and an *ex officio* member of the School Council. This position is the primary interface with the School Council and ultimately responsible for all day-to-day operations of the school. The Principal has a sound understanding of, and embodies, Steiner's philosophy in relation to education and makes decisions in line with this philosophy. This includes delivery of the school's educational and financial vision, ensuring the development of, and adherence to, policies, procedures and controls consistent with good governance, compliance with all external rules and regulations placed upon the school, both State and Federal. This role requires a skilled facilitator who strives to work collaboratively and inclusively, with great empathy for the perspectives of others, with equanimity in all circumstances and with high levels of professionalism and ethics.

### 1. Key Performance Measures:

- 1.1 Overall positive endorsement from TVSS staff during annual 360 review
- 1.2 Overall positive endorsement from annual community, parent and student surveys
- 1.3 Retention and sustained growth of student numbers consistent with the Strategic Plan
- 1.4 Competent delivery of key responsibilities

### 2. Key Responsibilities:

- 2.1 Support and ensure high quality teaching and learning
- 2.2 Ensure coherent and clear communication within the school
- 2.3 Provision of a safe and stimulating learning environment for teachers and students in compliance with the school's constitution
- 2.4 Delivery of a curriculum in accordance with the Australian Steiner Curriculum Framework
- 2.5 Compliance with relevant licensing and funding requirements
- 2.6 Monthly reporting to School Council against the school's Strategic Plan
- 2.7 Chair the College Executive and attendance at all College of Teachers meetings
- 2.8 Ensure the School retains appropriately qualified Steiner teaching staff through selection, induction, Professional Development, training, mentoring and Performance Appraisal processes
- 2.9 Ensure effective student behaviour processes are in place in line with Steiner's indications

- 2.10 Ensure the school is financially sound and well managed
- 2.11 Oversee the resolution of parental concerns and grievances
- 2.12 Foster good relations with government bodies, IST, SEA, other local schools and other external stakeholders.
- 2.13 Ensure strategic promotion of the school in the broader community

### **3. Selection Criteria - Knowledge and Skills**

- 3.1 Sound understanding of anthroposophy and Steiner pedagogy
- 3.2 Significant experience in a leadership position (preferably) in a Steiner school
- 3.3 Ability to work constructively and collaboratively with the College Executive, College, Faculties, parents, guardians and families and School Council
- 3.4 Strong and demonstrated leadership qualities as a skilled facilitator striving to work collaboratively and inclusively, with great empathy for the perspectives of others, with equanimity in all circumstances and with high levels of professionalism and ethics.
- 3.5 Highly developed communication skills in leadership positions
- 3.6 Demonstrated delivery of a strategic plan.
- 3.7 Strong mentorship capabilities
- 3.8 Financial competence

### **4. Essential Qualifications:**

- 4.1 Eligible for current certificate of full registration granted by the Teachers Registration Board (Tasmania)
- 4.2 A current first aid certificate
- 4.3 A current Working With Vulnerable People registration

### **5. Reporting and decision-making Structure:**

- 5.1 The Principal chairs the College Executive
- 5.2 The Principal reports directly to the School Council

### **6. Work Environment:**

The School is committed to providing a safe and healthy work environment. Employees are expected to participate in maintaining safe work conditions and promote work practices free of discrimination and harassment. The School is a smoke free environment.

### **7. Code of Conduct:**

The School's Code of Conduct complements the TVSS Constitution and requires employees to act appropriately in the course of their duties and to maintain the confidence of the community in all the activities of the School.